GOVERNMENT OF MYSORE

(LABOUR DEPARTMENT).

Labour Dispute.—Industrial Dispute between the Workmen and the Management of States Soap Factory, Jalapuri, Mysore.

Award of the Labour Court, Hubli—Published.

Read the following papers :—

1. Letter No. A2/R-21 & 22 CM. 37/62-63, dated the 4th December 1962, from Sri N. S. Metrani, Presiding Officer, Labour Court, Hubli.

IN THE LABOUR COURT AT HUBLI.

Camp: Mysore.

Dated 4th December 1962.

Present

Sri N. S. Metrani, B.A. (Hons.) LL.B. ... Presiding Officer.

Reference (ID) (LCH) No. 21 of 1962.

Between:

The workmen of States Soap Factory, Jalapuri, Mysore, represented by the President, Mysore City Soap Factories Workers' Union, Mysore.
I Party.

and

The Management of States Soap Factory, Jalapuri, Mysore ... *II Party.*

AWARD.

In exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947, the Government of Mysore have, by their Order No. PLM 363 LLD 62, dated 24th September 1962, referred the dispute existing between the parties mentioned above to this court for adjudication, the points of dispute being :—

1. (*a*) whether the workmen are entitled to wages at Rs. 60-5-75-10-125 or at any other rate ?

   (*b*) Are the workers who have put in more than three years of service entitled to a weightage of one increment for every two years of service : if not what should be the weightage for such workers ?

(2) Are the workmen entitled to Dearness Allowance at the rate of Rs. 15 per month and should the rate of Dearness Allowance be linked to the working class consumer Index figurs at 25 nP. per point increase

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for every fluctuation in the figures by 10 point; if not what rate of Dearness Allowance should be allowed to the workmen and how should it be adjusted to the fluctuation in the working class consumer Index figures ?

(3) Are the workmen entitled to leave with wages facilities as follows ?

(*a*) Public Holidays declared by Government for their employees,

(*b*) Casual Leave of 12 days per year.

(*c*) Privilege leave of 15 days per year.

(*d*) Sick leave of one month per year; if not to what leave facilities are the workmen entitled ?

(4) Are the workmen entitled to the benefits of a scheme providing for payment of Gratuity at the rate of two months basic wages for every year of service; if not how should Gratuity scheme be formulated ?

2. After the reference notices were issued to the parties to file their respective statements and they did it. Thereafter the reference was set down for hearing today. When the case was takenup for hearing, the parties filed a joint memorandum of settlement requesting the court to pass an award in terms of the same. The terms of the settlement appear to be reasonable and, therefore, there is no objection to pass an award as prayed for by the parties.

3. An award is passed in terms of the joint memorandum of settlement with no order as to costs. The said joint memorandum of settlement shall form part of the award and be marked as Annexure-A to the award.

N. S. METRANI,

Presiding Officer,
Labour Court, Hubli.

ANNEXURE-A.

BEFORE THE HON'BLE LABOUR COURT, HUBLI.

Camp: Mysore.

Reference (ID) (LCH) No. 21 of 1962.

Between:

The workmen of States Soap Factory, Mysore, represented by the President, Mysore City Soap Factories workers' Union, Mysore ... *I Party.*

and

The Management of States Soap Factory, Mysore ... *II Party.*

May it please the Hon'ble Court.—

We the parties to the above dispute have come to an amicable settlement and the terms of the settlement are as under :—

Terms of Settlement.—

1. (*a*) The II party management agrees to grant annual increments as per the scale Rs. 45-1/4-53-1/4-60-1/4-68-1/4-75, from April 1963.

(*b*) The payment of salary to the workers will be on monthly basis with effect from January 1963 and the payment will be made on the 5th of every month.

(*c*) The following workers will be absorbed in the above scale :—

(1) Ramu, (2) Laokaiah, (3) Abdul Rahim and (4) Munnawar.

In order to equalise the scales of above mentioned workers the first three persons will be absorbed in Rs. 68 and the fourth in Rs. 45 with annual increments as per the above scale, respectively.

2. (1) Independence Day, (2) Last day of Moharam, (3) Ramzan, (4) Bakrid, (5) Ayudha Pooja, (6) Vijaya Dasami, (7) Ugadi and (8) Ganesh Chathurthi, will be declared as Festival Holidays with wages by the II party management.

Besides these festival holidays, the first party workmen will be entitled to weekly holidays on Sundays with wages.

3. The II party management agrees to grant casual leave for 12 days, with wages, in a year.

4. The II party management agrees to grant sick leave for 10 days, with wages, in a year.

The parties further agree that while implementing this settlement the workers will not be deprived of any present benefits. The other matters in the points of dispute of the reference are not pressed.

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We request the Honourable Court to pass an award in terms of the above settlement

Mysore,
4th December 1962.

(Sd.) K. A. Basha,
Prop. II Party.
4-12-62.

Witness:
(Sd.) Abdul Rahim,
Vice-President of the Union.

(Sd.) M. Shivanna,
I Party, Union.
4-12-62.

The parties admit the above terms of settlement before me. Recorded.

N. S. METRANI,
Presiding Officer,
Labour Court, Hubli

Camp: Mysore.
4th December 1962.

ORDER NO. PLM 363 LLD 62, DATED BANGALORE, THE 18TH DECEMBER 1962.

WHEREAS by State Government Order No. PLM 363 LLD 62, dated 24th September 1962, the Industrial Dispute between the Workmen and the Management of State[illegible] Factory, Jalapuri, Mysore, was referred to the Labour Court, H[illegible]lication;

[illegible] Court has submitted to the State Government dustrial Dispute;

[illegible] of the powers conferred by Section 17 of the [illegible]al Act XIV of 1947), the Government of Mysore of the said award as above, in the *Mysore*

[illegible]nd in the name of the Governor of Mysore,

H. L. LINGARAJ URS,
Deputy Secretary to Government,
Public Health, Labour and
Municipal Administration Department.